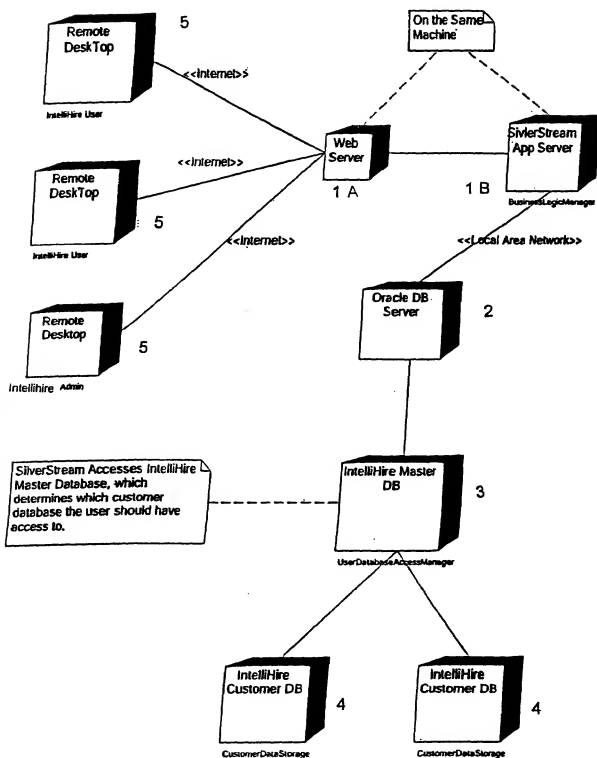
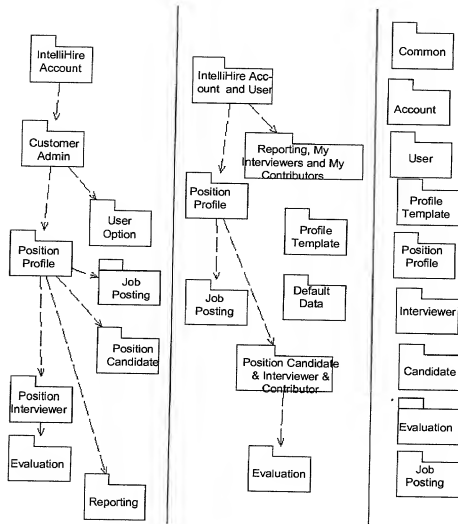


IntelliHire Data Security Using Multiple Database

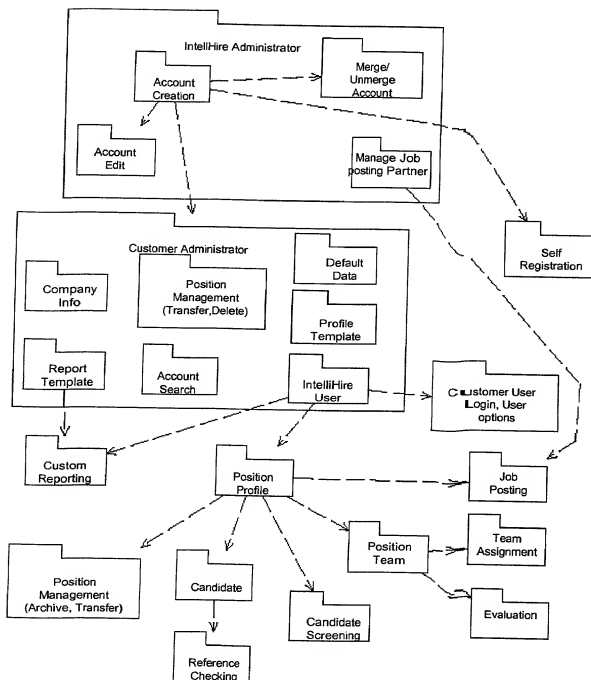
Figure 1



Three-Tiered Service Model
Figure 2

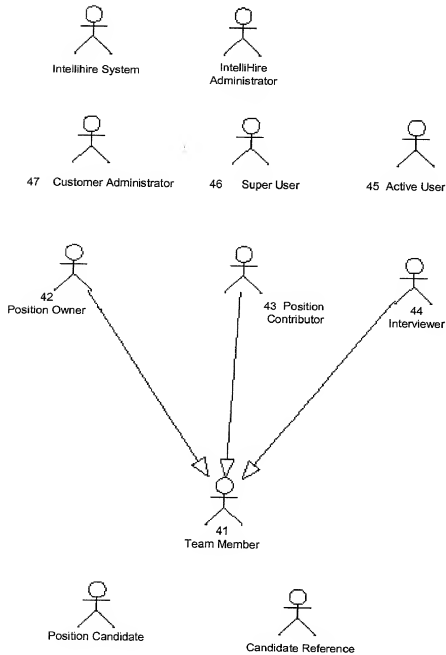


IntelliHire Package Dependency
Figure 3

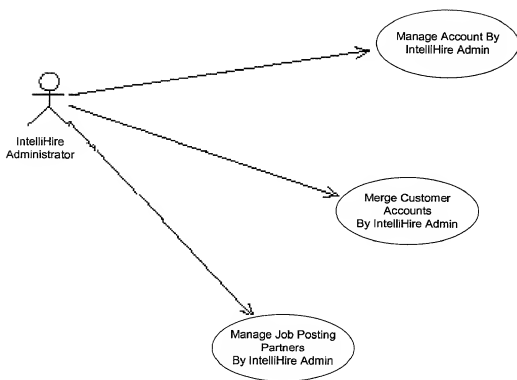


Summary of Actors: IntelliHire

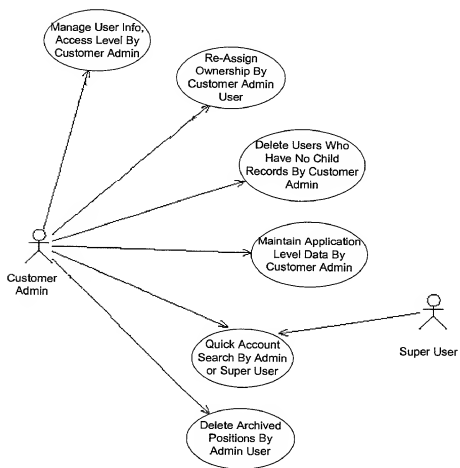
Figure 4



Duties of the IntelliHire Administrator
Figure 5

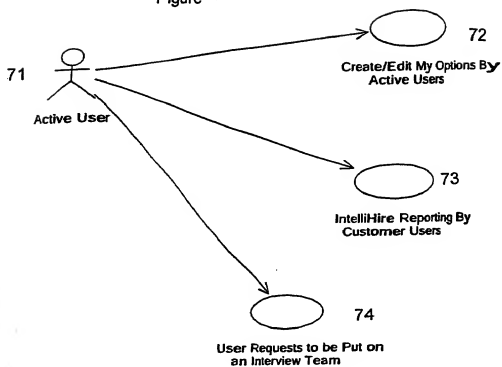


Duties of the Customer Administrator
Figure 6

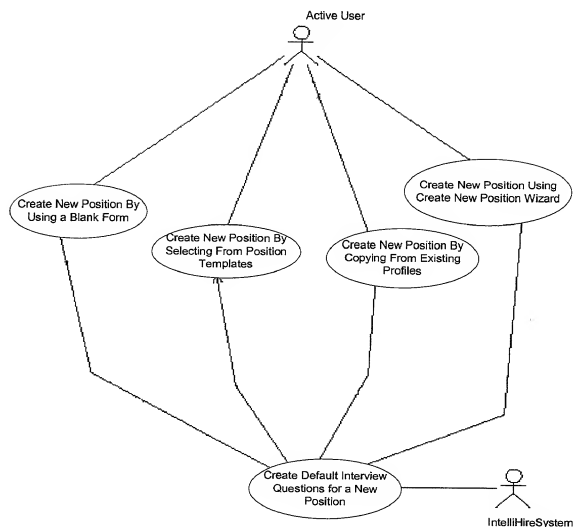


Functions of an Active User

Figure 7

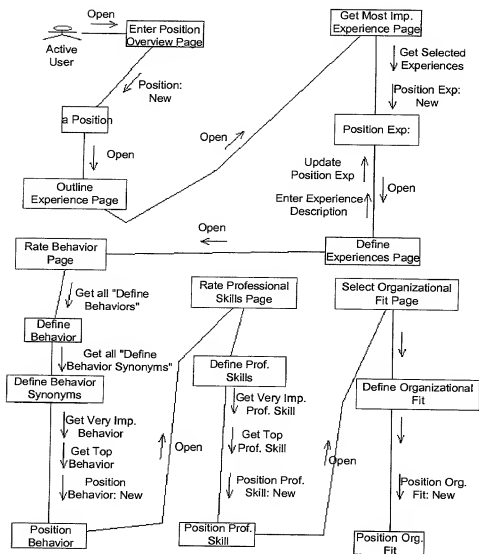


Create New Position Profiles
Figure 8

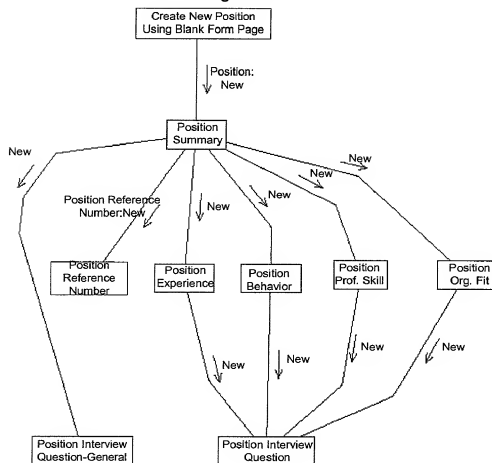


Create New Position Using Create New Position Wizard

Figure 9

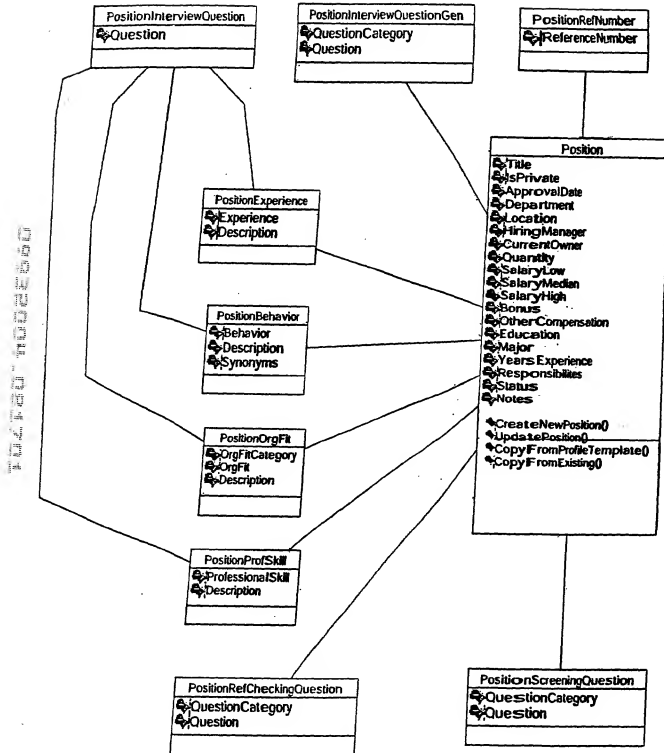


Create New Position By Using a Blank Form Figure 10

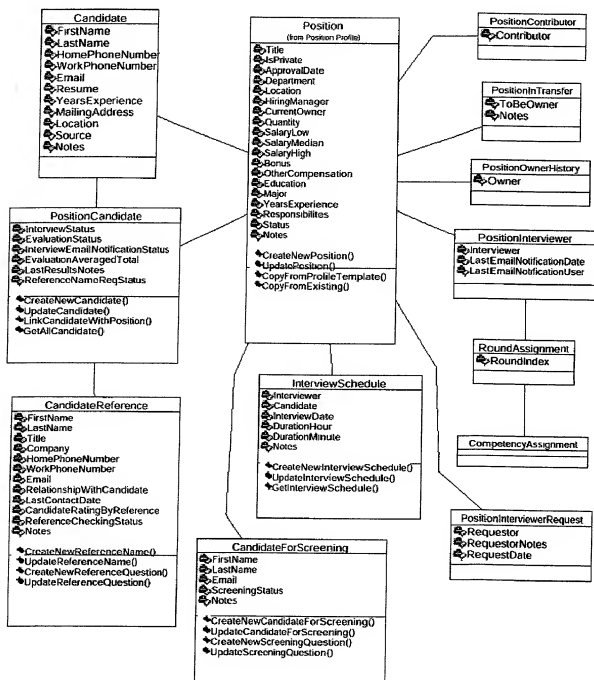


Position Profile

Figure 11

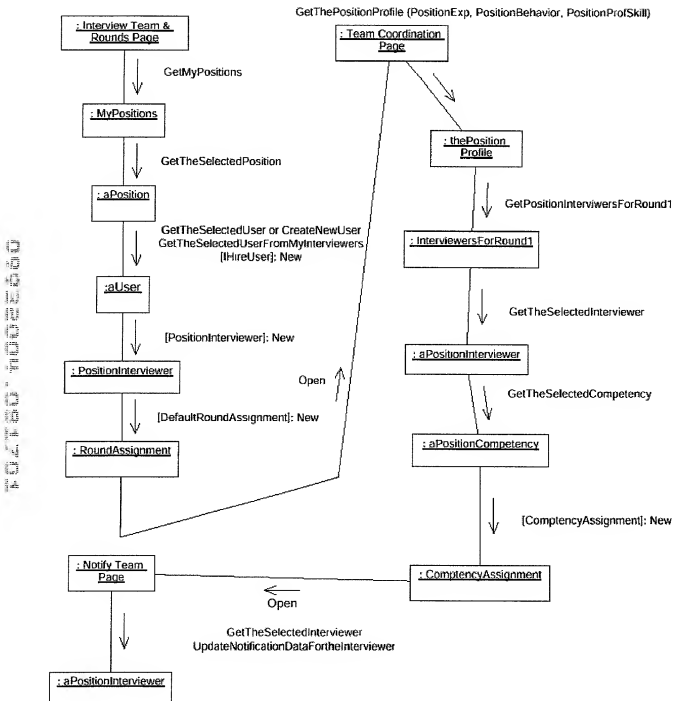


Fields related to a Position, a Candidate, an Interviewer, and a Contributor
Figure 12



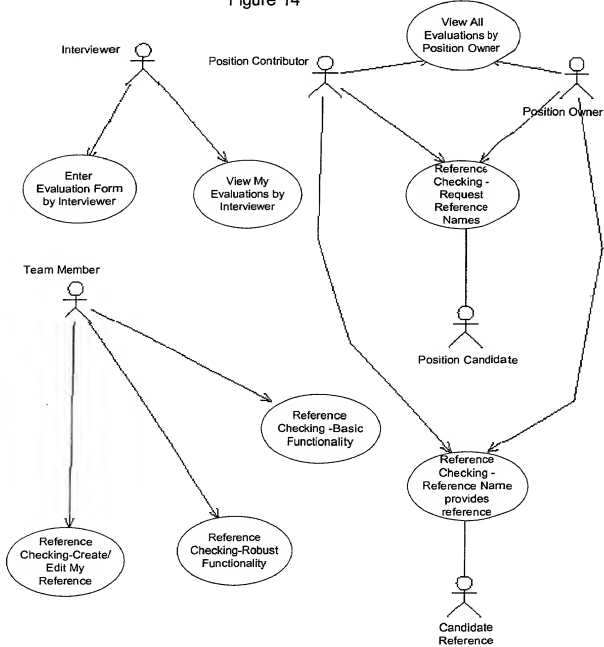
Coordinating Interview Team and Interview Questions

Figure 13



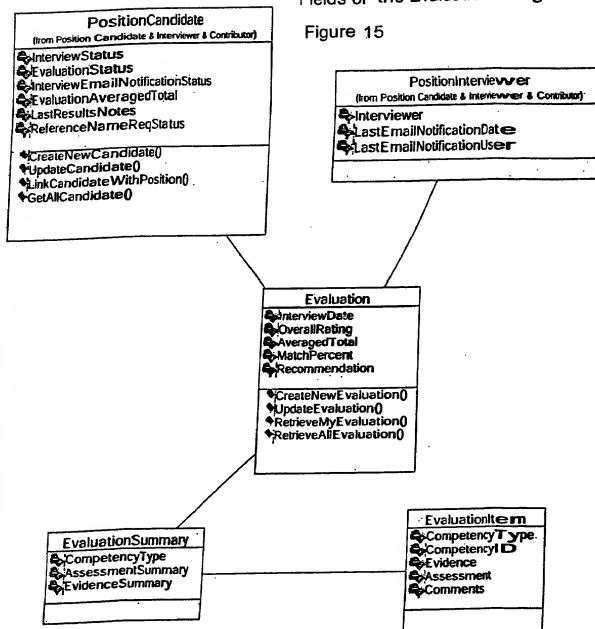
The Process of Evaluation and Reference Checking

Figure 14



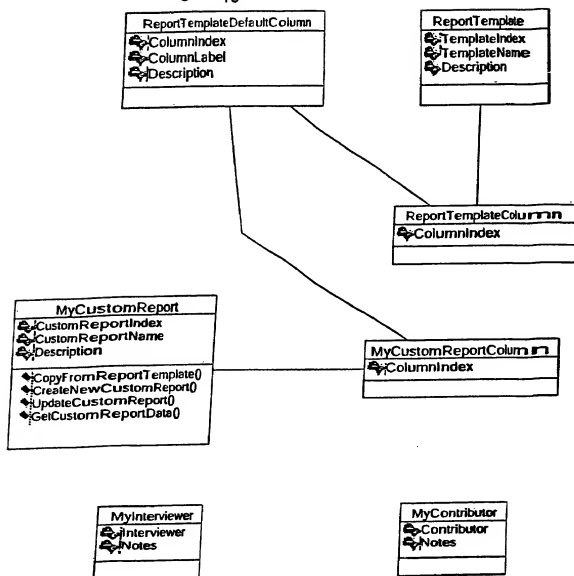
Fields of the Evaluation Stage

Figure 15

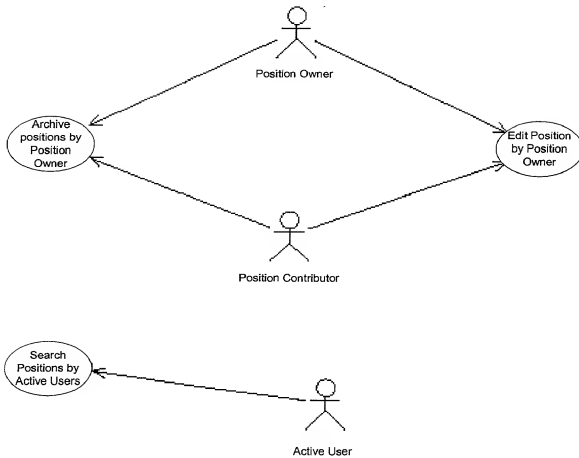


Fields of "My Custom Report"

Figure 16

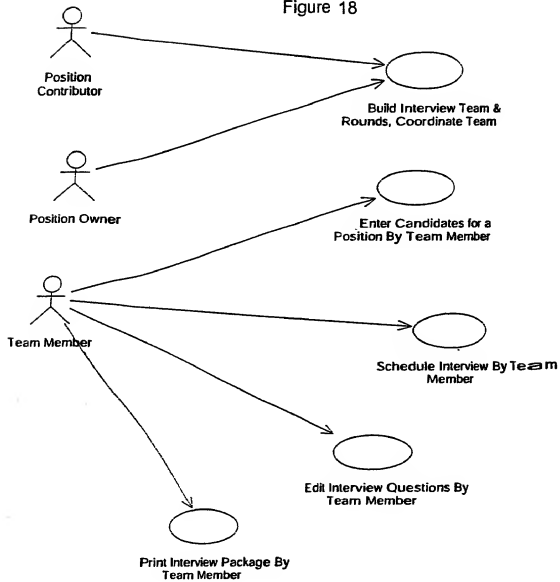


Managing Position Profiles
Figure 17



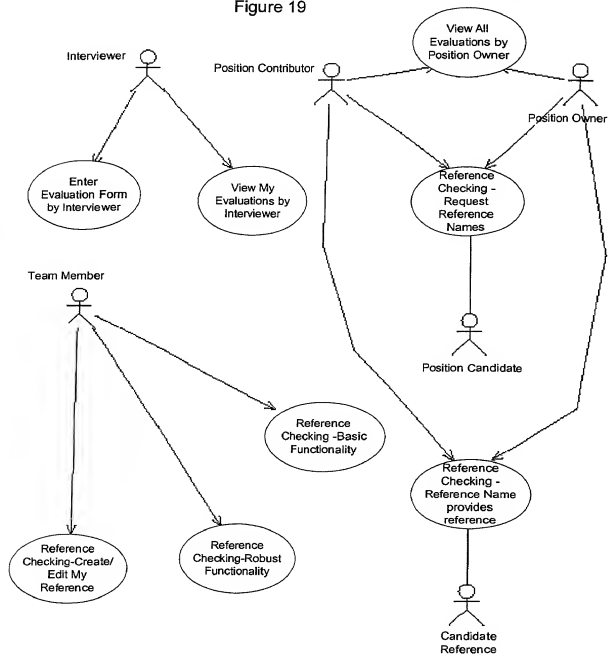
The different steps of Interview Preparation

Figure 18



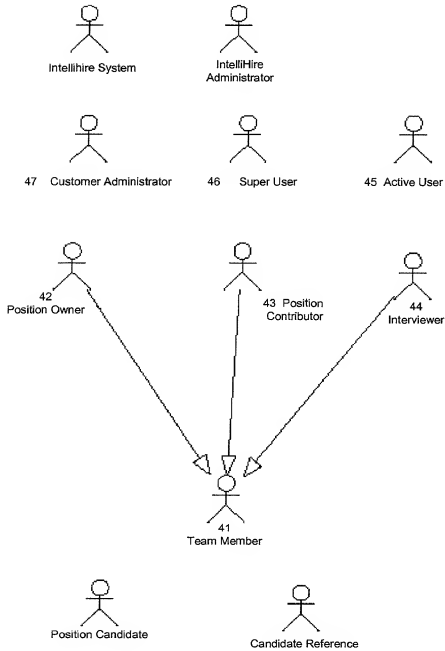
The Process of Evaluation and Reference Checking

Figure 19

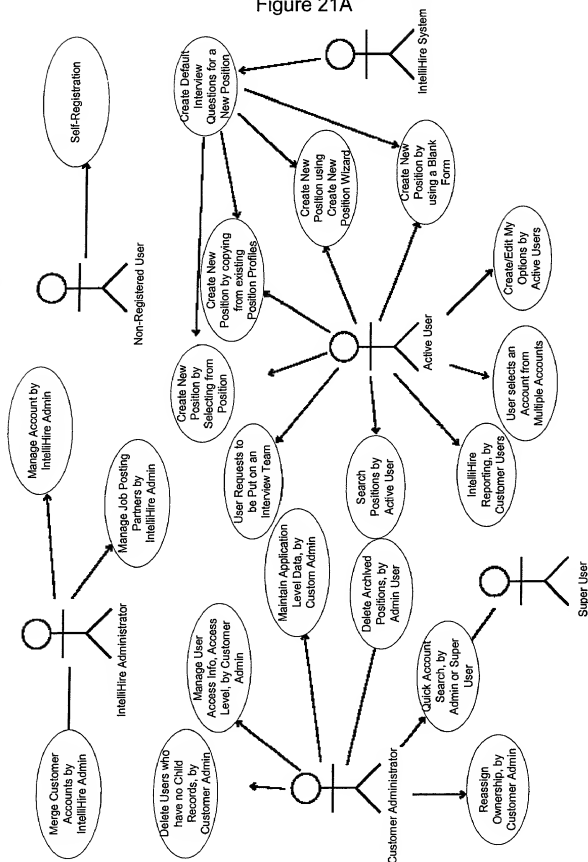


Summary of Actors: IntelliHire

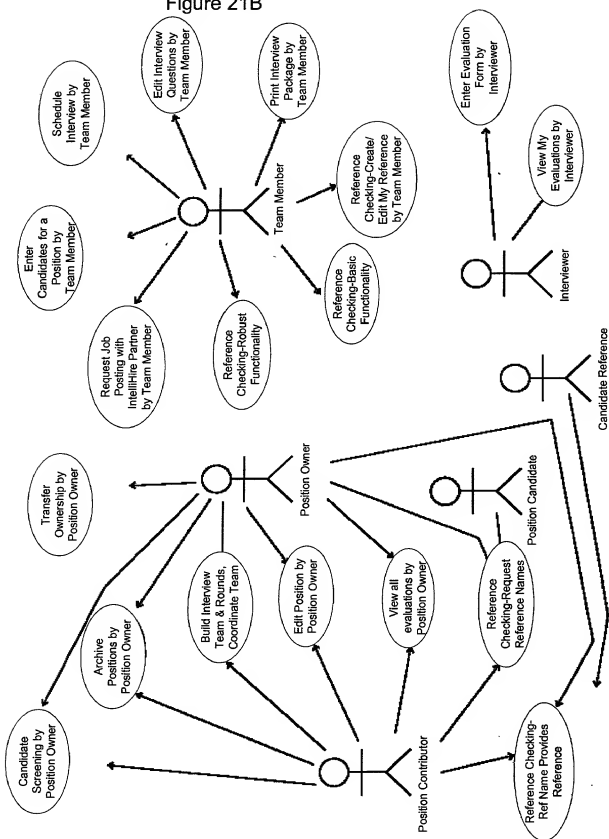
Figure 20



Interaction of the Different Users
Figure 21A



Interaction of the Different Users
Figure 21B



Computer screens of "Defining Positions"
Figure 22A

IntelliHire.com - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address http://www.intellihire.com/forcustomers/p6/p_mypositions.htm

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Positions **Candidates** Interviews Reports

[New Position](#)

Hello [Kelly Davenport](#), you have **(5)** [Interviews](#) scheduled, and **(1)** candidate to [evaluate](#), and **(1)** [request](#) to accept/decline.

Select a Position
Start by selecting a position from the list below, or create a [New Position](#). Once you've selected a position you can review the selection criteria, interviewing questions, interview schedule, candidates, and evaluations.

Action: [Archive Selected](#) | [View Archive](#) | [Transfer Selected](#) | [Search All Positions](#) | [Interview Team](#)

Req #	Position	Status	Created	Manager
<input type="checkbox"/> 99-0602-1259	Technical Team Leader	Open	5-05-2000	Kelly Davenport
<input type="checkbox"/> 99-0624-3456	Sr. Software Engineer	Filled	5-15-2000	Kelly Davenport
<input type="checkbox"/> 99-0624-3457	Sr. Software Engineer	Open	5-15-2000	Kelly Davenport
<input type="checkbox"/> 99-0624-3458	Sr. Software Engineer	Canceled	5-15-2000	Kelly Davenport
<input type="checkbox"/> 99-0867-1567	Systems Architect	Hold	5-29-2000	Kelly Davenport
<input type="checkbox"/> 99-0724-1450	Systems Administrator (in transfer)	Open	5-30-2000	Richard Kobe

Computer screens of "Defining Positions"
Figure 22B

IntelliHire.com - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address http://www.intellihire.com/forcustomers/p6/p_edit_overview.htm

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Publications Candidates Interviews Reports

My Positions New Position

Position: Technical Team Leader (98-0802-1259) ▼

Edit Position Overview

Make any changes below and then select Save & Continue.

Action: [Position Summary](#) | [Copy Position](#) | [Save & Continue ▶](#)

Overview Experience Behaviors Professional Skills fit

Job Description

* Title Technical Team Leader

Req # 98-0802-1259

Approval Date 05 05 2000

Location Boston, MA

Department Software Engineering

Manager Kelly Devenport

Owner Kelly Devenport (Transfer Ownership)

Quantity 1


Status Open ▼

Private No ▼

Computer screens of "Coordinating Interview Teams"
Figure 23A

IntelliHire.com - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address  http://www.intellihire.com/forcustomers/p6/i_interview_team.htm

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collaborative hiring management







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[My Schedule](#) [Interview Questions](#)

Position:

Select Interviewers
Select your interviewing team and then check interviewing rounds.

Action: [Add Round](#) | [Search Interviewers](#) | [Save & Continue](#)

Interviewers	Round 1	Round 2	Round 3
 1. <input type="text" value="Kelly Davenport"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
 2. <input type="text" value="John Rothchild"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
 3. <input type="text" value="Steve Adams"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
 4. <input type="text" value="Susan Cromott"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
 5. <input type="text" value="Kathy Wellace"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
 6. <input type="text" value="Brad McDonald"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

[Add Interviewer](#)

Computer screens of "Coordinating Interview Teams"
Figure 23B

IntelliHire.com - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address http://www.intellihire.com/forcustomers/p6/f_team_questioning.htm

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[My Schedule](#) [Interview Questions](#)

Position: Technical Team Leader (98-0802-1259) ▾

Coordinate Interview Questioning

Select what criteria area for each interviewer to focus their questioning. Select the "Recalls" button after making changes to determine criteria coverage. In general, you want an even coverage across the position profile.

Action: [Add Round](#) | [Search Interviewers](#) | [Add Interviewers](#) | [Save & Continue ▶](#)

Position Profile	Coverage	Round 1				Round 2	
		Recalls	Kelly Devenport	John Rothchild	Steve Adams	Susan Cromott	Kelly Wallace
Experience							
Rapid Application Development	4	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Distributed Client/Server Architecture	3	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Networking Technologies (SNMP, Frame Relay, ATM, IP)	3	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Object Oriented Programming (C++)	2	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Windows NT & UNIX	3	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Oracle & Sybase Databases	3	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Computer screens of "Organizing Interview Questions"
Figure 24A

IntelliHire.com - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address http://www.intellihire.com/forcustomers/p6ft_questions_behaviors.htm

IntelliHire.com™
Collaborative Hiring Management

Positions **Candidates** **Interviews** **Reports**

My Schedule **Interview Team**

Position: **Technical Team Leader (98-0802-1259)**

Select Questions: General
These questions are specific to your area of focus determined by the team coordinator. Review your questions and "un-check" any you wish to remove, and then select print. [HELP ME CHOOSE](#)

Action: [Print Questions](#) | [Coordinate Questioning](#)

General **Experience** **Behaviors** **Professional Skills** **Fit**

Team Player

- ☒ Do you prefer working on your own or in a team?
- ☒ People who work on projects often find that priorities vary, or last minute things occur that cause you to have to change what you are doing, or pinch-hit for someone else. Has that ever happened to you? (Probe) What did you do?

Analytical

- ☒ Walk me through a solution to one of the most difficult problems you have faced.

Confident

- ☒ How do you assert yourself in order to get what you need?
- ☒ Tell me about one of the toughest groups that you have had to get cooperation from. (Probe) What did you do?

Computer screens of "Organizing Interview Questions"
Figure 24B

IntelliHire.com - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address http://www.intellihire.com/forcustomers/jp6/i_questions_ft.htm

IntelliHire.com™
Collaborative Hiring Management

Positions Candidates Interviews Reports
My Schedule Interview Tools

Position: Technical Team Leader (99-0802-1259)

Select Questions: General
These questions are specific to your area of focus determined by the team coordinator. Review your questions and "un-check" any you wish to remove, and then select print. [HELP ME CHOOSE](#)

Action: [Print Questions](#) | [Coordinate Questioning](#)

General Experience Behaviors Professional Skills Fit

Work Environment

- ☒ What elements are important to you in your work environment?
- ☒ Tell me about a work environment that is ineffective for you.
EDIT

Corporate Culture

- ☒ Think about your most successful and enjoyable job or work experience. Describe the environment or culture at that company and how it contributed to your positive experience.
- ☒ Tell me about a time when you worked for an organization that experienced a great deal of change. (Probe) How did you feel about working in that kind of an environment?
EDIT


Motivation

- ☒ What is your motivation to do this kind of work?

Computer screens of "Evaluating Candidates"
Figure 25A

IntelliHire.com - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address  http://www.intelliHire.com/forcustomers/p6/c_mycandidates.htm

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[Positions](#) [Candidates](#) [Interviews](#) [Reports](#)

[Find Candidates](#) [Screen Candidates](#) [My Evaluations](#) [All Evaluations](#)

Position:

Kelly Davenport, you have **(1)** candidate to [evaluate](#).

Select Candidate

Start by selecting a "position."
You can select a "candidate name" to review that Candidate's detailed information. If you have not yet entered your evaluation for a candidate, select the "evaluate" button. To add candidates, select the "Add Candidate" action button.

Action: [Archive Selected](#) | [View Archive](#) | [Print My Candidates](#) | [Add Candidates](#) | [Find Candidates](#) | [Interview Team](#)

	Candidate	Yrs Exp	Location	Last Interview	Evaluation	Recommendation	Resume
<input type="checkbox"/>	1. Nicholas Sonoma	8+	Boston, MA	6-16-2000	Evaluate	(not yet evaluated)	View Resume
<input type="checkbox"/>	2. Ryan Whitfield	5+	Walther, MA	6-16-2000	Evaluation	Consider Further	View Resume
<input type="checkbox"/>	3. Cynthia Mattland	7+	Amherst, NH	6-14-2000	Evaluation	No Further Interest	View Resume
<input type="checkbox"/>	4. Elizabeth O'Conner	5+	Boston, MA	6-10-2000	Evaluation	Consider for Other Position	View Resume
<input type="checkbox"/>	5. Linda Chi	5+	San Diego, CA	Scheduled	-	(not yet evaluated)	View Resume

Computer screens of "Evaluating Candidates"
Figure 25B

IntelliHire.com - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address http://www.intellihire.com/forcustomers/p6/c_myeval_experience.htm

IntelliHire.com™
Collaborative Hiring Management

Positions Candidates Interviews Reports

My Candidates Find Candidates Screen Candidates My Evaluations All Evaluations

Position: **Technical Team Leader**
Req #: 98-0802-1259

Candidate: **Nicholas Sonoma**

Evaluate Candidate Experience
For each criteria below, select what evidence was presented during the interview (None, Some, Strong) and then your assessment (Weak, Avg, Strong).
You are responsible for evaluating the criteria marked with an *.

Action: [Back](#) | [Position Summary](#) | [Next](#)

Experience	Behaviors	Professional Skills	Fit	Summary
Interview Date: 6-16-2000 *			Evidence	Assessment
Experience			None Some Strong	Weak < Avg > Strong
<u>Rapid Application Development</u> *			<input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
<u>Distributed Client/Server Architecture</u> *			<input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
<u>Networking Technologies (Frame Relay, ATM, IP)</u>			<input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
<u>Object Oriented Programming (C++)</u> *			<input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
<u>Windows NT & UNIX</u> *			<input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
<u>Oracle & Sybase Databases</u>			<input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>

Computer screens of "Reviewing of Candidates' Evaluations"
Figure 26A

IntelliHire.com - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address http://www.intellihire.com/forcustomers/p6/c_myevaluations.htm

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[My Candidates](#) [Find Candidates](#) [Screen Candidates](#) [All Evaluations](#)

Position: ▾

Review My Candidate Evaluations

Select an "Avg Total" to review your Evaluation Summary for that candidate. Select any of the other totals to view the evaluation details. You may also select a "candidate name" to review that Candidate's contact information. (Note: The "Match" column represents the percentage of the "Avg. Total" from a maximum total of 5)

Action: [Print My Evaluations](#) |

	Candidate	Match	Avg Total	Exp	Behav	PSkills	Fit	Overall	Recommendation
1.	Nicholas Sonoma	90%	4.50	4.75	4.50	4.00	4.75	4	Make an Offer
2.	Ryan Whitfield	75%	3.70	4.50	4.00	3.50	3.50	3	Consider Further
3.	Cynthia Mattland	60%	3.00	4.00	2.75	3.00	2.50	2	No Further Interest
4.	Elizabeth O'Conner	73%	3.65	4.25	3.75	3.75	3.50	3	Consider for Other Position
5.	Linda Chi	-	-	-	-	-	-	-	(not yet interviewed)
6.	Sam Lobowski	-	-	-	-	-	-	-	(not yet interviewed)

Computer screens of "Reviewing of Candidates' Evaluations"
Figure 26B

IntelliHire.com - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address http://www.intellihire.com/forcustomers/p6/c_allevaluations.htm

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Collaborative Hiring Management

Positions Candidates Interviews Reports
My Candidates My Candidates Screen Candidates My Evaluations

Position: Technical Team Leader (98-0802-1259)

Review All Candidate Evaluations

Select the "details" button for each candidate to review a detailed matrix from all interviewers on that candidate. Select any of the other totals to view the evaluation details for that specific interviewer. You may also select a "candidate name" to review that Candidate's contact information.

Action: [Print Evaluations](#)

Candidates		Interviewers						
		Avg. Total	Kelly Devenport	John Rothchild	Steve Adams	Susan Cromott	Kathy Wallace	Brad McDonald
1. Nicholas Senoma	DETAILS	4.40	4.50	4.75	4.50	4.00	4.75	4.00
2. Ryan Whitfield	DETAILS	3.53	3.70	3.50	4.00	3.50	3.50	3.00
3. Cynthia Mattland	DETAILS	2.91	3.00	3.50	3.00	2.50	2.75	2.75
4. Elizabeth O'Conner	DETAILS	3.78	3.65	4.25	3.75	3.50	-	3.75
5. Linda Chi	DETAILS	4.00	-	4.75	4.00	4.25	-	3.00
6. Sam L obowski	DETAILS	2.31	-	2.50	2.00	3.00	-	1.75